

### Amendments to the Claims

**Claim 1 (Currently Amended)** A personnel valuation program for permitting a personal computer to function as:

a means for setting a valuatee group of valuatees to be valued as a subject of personnel valuation, a valuator group of valutors for performing valuation corresponding to the valuatee group and a valuation item group, as items of valuation;

a means for setting one or more reference valutors from the valutors in the valuator group as at least one reference data valuator;

a means for inputting valuation data of the valuatees by all the valutors in the valuator group including the at least one reference data valuator as initial valuation data;

a means for adjusting the initial valuation data by the valutors in the valuator group other than the at least one reference data valuator with mean data and a standard deviation of the valuation data by the at least one reference data valuator as a reference, whereby adjusted valuation data is generated, such that mean data of the adjusted valuation data is identical with the mean data by the at least one reference data valuator and a reference deviation of the adjusted valuation data is identical with the standard deviation of the valuation data by the at least one reference data valuator;-and

a means for summing up the valuation data of the individual valuatees in the whole valuatee group on the basis of the adjusted valuation data; and

a means for setting weight data of valutors for weighting the valuation data in dependence on posts of the valutors in the valuator group indicating an ability to do appropriate valuation.

**Claim 2 (Cancelled)**

**Claim 3 (Previously Presented)** The personnel valuation program according to claim 1, wherein the reference data valutors are selected for obtaining appropriate personnel valuation data, and the valuation data set by the reference data valutors is performed with respect to the valuation data of all of the valuatee group about all the valuation items.